

# IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

ERNAKULAM BENCH

O. A. No. 162/92 199

DATE OF DECISION 17-6-1993

G.P. Mayadevi

Applicant (s)

Mr. N. Govindan Nair

Advocate for the Applicant (s)

Versus

Union of India, Secretary

Respondent (s)

D/o Space & 49 others.

Mr. CC Thomas (R1 to 3)

Advocate for the Respondent (s)

Mr. Murali Purushothaman (

(R42, 44 & 50)

CORAM :

The Hon'ble Mr. N. Dharmadan, Judicial Member

The Hon'ble Mr. R. Rangarajan, Administrative Member

1. Whether Reporters of local papers may be allowed to see the Judgement? Y
2. To be referred to the Reporter or not? N
3. Whether their Lordships wish to see the fair copy of the Judgement? N
4. To be circulated to all Benches of the Tribunal? N

## JUDGEMENT

R. Rangarajan, AM

This OA has been filed by Smt. G.P. Mayadevi, Office Clerk 'B', of Vikram Sarabhai Space Centre, for getting seniority from her initial appointment as a trainee Clerk 'A' from 13.6.75. She was appointed as a trainee Group 'A' Office Clerk from 13.6.75 on compassionate ground appointment consequent on the demise of her husband who had died in harness while working in BARC. She was called for interview as per letter at Annexure AVII dated 11.4.75. She avers that compassionate ground appointment can only be made against regular posts and not as trainee as per the directions of the Govt. orders in O.M.No. 14014/1/77-Estt(D) dated 25.11.78. She was appointed as Stipendary Trainee for a year

in terms of the order at Annexure-A1. She was also given letter dated 9.7.75 at Annexure-AII wherein it had been said that the objective of this training is to train her to a level of proficiency for the job in which she is going to be posted after training. She was also directed to obtain necessary assistance if required for her training from the concerned in this letter. After completion of one year of training period, it was extended for a few months at a time till the applicant was appointed as office-Clerk by order dated 28.2.77. She was deemed to have completed her probation on 28.2.78.

2. She avers that she was doing the work of a regular Office Clerk ~~xxx~~ even during the time when she was designated as a trainee. Respondents 4 to 50 were appointed subsequent to 13.6.75 after the entry of the applicant into the service and they were given seniority and promotion over the applicant. Representations were made by the applicant dated 4.2.87 at Annexure-AIII in which she requested for counting of <sup>her</sup> service as office Clerk from the date of her appointment from 13.6.75 thereby getting seniority from that date. In this representation she has also submitted that the refixation of seniority from the earlier date will enable her to get the promotion under the seniority quota from 10.2.83. Thereafter the impugned order Annexure-AIV was issued treating her training period for all purposes as service except for seniority in that post. This office order is reproduced below:

"Approval is conveyed for counting the period rendered by Smt. G.P. Mayadevi, Office Clerk 'B' as trainee between 13.6.75 and 19.2.77, immediately preceding her appointment as Office Clerk 'A' in this Office on compassionate ground, as service for all purposes. This, however, shall not entitle her for claiming her appointment as Office Clerk 'A' prior to 19.2.77 or for counting this period for seniority in that post."

3. As the grievance committee was not functioning at that time and started functioning some time in 1990, she submitted a representation by way of appeal to the Grievance Committee on 27.2.91 marked as Annexure-AV. It was stated in the reply at Annexure-AVI which is also the impugned order that the Committee after detailed examination found it difficult to equate the said training period to count for seniority and thus rejected her request. Annexure-AVI dated 20.8.91 rejecting her request for seniority is reproduced below:

" This has reference to your representation dated 27.2.91 to refix your seniority in the Office Clerk 'A' cadre after taking into account the service rendered as a Trainee and also for all other attendant benefits. In this regard, you may note that your case was examined by the Grievance Committee in its 7th and 8th meetings held on 4.4.91 and 8.5.91 thoroughly. In this connection, it is regretted to inform you that the Committee after detailed examination found it difficult to equate the said service to Office Clerk A service and count it for seniority purposes; for you have not actually worked as an Office Clerk 'A' during the period from 13.6.75 to 19.2.77, but worked as a Trainee only. Therefore your claim to position you in the seniority list above those who have joined the Centre as regular Office Clerks 'A' during the above period is not sustainable. The Grievance Committee has not therefore made any favourable recommendation in your case, which may please be noted."

She has filed this application for getting seniority on the ground that the appointment on compassionate grounds is against regular posts only and that she was doing the duties of the regular office Clerk 'A' even during training period and there were no other case wherein such compassionate ground appointments were made as trainees. She further submits that denying her seniority as prayed for is arbitrary, illegal and discriminatory. Under the above circumstances she prays for the following reliefs in this petition <sup>filed</sup> under section 19 of the Administrative Tribunals Act, 1985.


"(i) To call for records relating to Annexure-A IV and A-VI and quash the same in so far as Annexure IV and VI deny the applicant's right for claiming benefit of service as Office Clerk 'A' from 13.6.1975.

"(ii) To issue a direction to respondents 1 to 3 to give the applicant seniority over respondents 4 to 50 after taking into account her service from 13.6.75 to 18.2.77 as service for all purposes including seniority, and


(iii) Grant such other reliefs as this Hon<sup>ble</sup> Court may deem fit and proper in the circumstances."

4 The respondents 1 to 3 have filed the reply statements and deny all averments and allegations made in this O.A. The respondents state that the O.A. is time barred as the Annexure-AIV Office order is dated 19.5.87. After a lapse of 4 years, she submitted a representation on 27.2.91 to the Grievance Committee for reviving her case to approach this Tribunal. They pray for dismissal of this O.A. as having barred by limitation under provision of Section 21 of the Administrative Tribunal Act. They further aver that the cause of action arose before 1977 and hence there is no ground to file this O.A. at this belated stage.

5 Vikram Sarabhai Space Centre is a constituent of the Indian Space Research Organisation (ISRO, for short). ISRO was an autonomous body till 31.3.75 when it was brought under the Department of Space. In this autonomous body there was provision for appointment of stipendary trainee clerks who could be subsequently absorbed against regular vacancies. There were quite a number of such appointments in the past. Applicant's posting as a trainee Office Clerk was on 13.6.75 and absorption as a regular Office Clerk was on 19.2.77 i.e., much before the date of issue of O.M. No.14014/1/77-Estt(D) dated 25.11.78 and hence the applicant's contention that she was inducted as a stipendary trainee in violation of the above said memorandum dated 25.11.78 cannot be accepted. Though there were no rule for appointing her



on compassionate grounds, as her husband was an employee of BARC and not of VSSC and her candidature should have been rejected. She was appointed because of compassion. Based on her application for compassionate ground appointment dated 21.10.74, she was called for interview but the Selection Committee did not find her suitable for the post of Office Clerk because of her lack of skill and proficiency for the above said post in ISRO. She was taken in as a trainee on a monthly stipend of Rs 200/- as a very special case for a period of 1 year with the condition that she should acquire typing speed of 40 words per minute in English typing before the end of the training period. This happened during the transitional period when the autonomous body was brought under the Department of Space. Provision existed in the autonomous body of ISRO to take trainee Clerks. She could not acquire the adequate skill in the test held on 6.8.76 and hence the training period was extended upto 31.3.77. She was found suitable in the test and interview held on 17.12.76 and posted as Office Clerk 'A' with effect from 19.2.77. They deny that she was doing the work of regular Office Clerk 'A' even during the training period. She worked in the office to acquire the necessary skill and she was unable to perform the routine work as she lacked skill and proficiency in typewriting. During the period when she was under training, several appointments were made for the post of Office Clerk 'A' after the passing of written and skill test and interview against regular vacancies and all those who were appointed before regularising her appointment on 19.2.77 were placed senior to the applicant in the seniority list of Office Clerk 'A' published on 1.1.82. Respondents 4 to 50



were recruited as above and hence placed above the applicant. Her <sup>request in</sup> various representations for regularising of service with retrospective effect was not acceded to and her service during the pendency of training period was accepted as a qualifying service for retirement benefits only in accordance with the provisions contained in the DPAR - OM No. 28/32/81-Pension Unit dated 22.12.83 and O.M No. 28/37/86-P&P.W dated 12.9.86. This was communicated to her at Annexure AIV Office order. As the applicant's grievances is not based on valid grounds, they pray for the dismissal of the O.A.

6 In the rejoinder submitted by the applicant, she has made the following further averments while reiterating her earlier stand:-

(i) The O.A. is filed within 6 months after the refusal to accede to her request for seniority by the Grievance Committee vide Annexure -AVI dated 20.8.91 and hence the appeal is within the time limit and not barred by limitation.

(ii) She was appointed after ISRO became a Government Department. Even in Annexure -AVII, she was called for the post of Office Clerk/Typist and not for stipendary trainee. The practice of appointing stipendary trainees in Clerical post has ceased after it is taken over by the Department of Space.

(iii) She was appointed in ISRO on the basis of her representation to the PM's Secretariat to appoint her in VSSC as she was not able to go to Bombay to join the Department of Atomic Energy though her husband had worked there. It was in pursuance of her representation to the higher ups that she was called for interview as per Annexure A-VII.

(iv) She emphasised her earlier stand of working as Office Clerk 'A' during her training period and no arrangement was made to impart any training to her.


(v) Several persons have been appointed as Office Clerk though they did not qualify in typewriting and the list of those employees are marked as Annexure A-VIII. They were given 1 to 2 years time to acquire skill in typing. No such time was given to her to acquire such skill in typing though she was a graduate. She averred that she was discriminated against by sending her for training without permitting her to acquire skill while working as Office Clerk 'A' from the time of her appointment.

(vi) She has produced Annexure A-IX instruction to prove that the Government of India has no scheme to appoint trainee Clerks for compassionate ground appointees.

(vii) Denying her service during training only for seniority is gross injustice meted out to her.

7 Respondents 1 to 3 have filed an additional reply statement with the permission of the Tribunal. The salient points brought out by the respondents 1 to 3 to rebut the rejoinder of the applicant are summarised below:-

(i) They denied the fact that the applicant's appointment was a compassionate one as the deceased husband of the applicant was not an employee of ISRO/ Department of Space and hence do not agree for giving relaxation in the essential qualification required for the post.



(ii) As she lacked skill and proficiency in typing, she was trained and regularly appointed only in 1977 when she acquired that skill.

(iii) The officials mentioned in Annexure A-VIII were all dependent employees of the ISRO and their cases for appointment on compassionate ground were considered only when ISRO became a constituent part of Department of Space and the applicant's case is not comparable to them as her husband was not an employee of ISRO.

(iv) The Annexure A-IX has no relevance to the compassionate ground appointments. They concluded that the applicant has no case for seniority from the date of her initial appointment.

8        The contesting respondents are from 4 to 50. All were issued with notices. However, only the respondents 42, 44 & 50 in the above O.A. had chosen to file the reply statement. The important averments of these three respondents are listed below:-

(i) The 42nd respondent has avered that the applicant is said to be holding the post of Office Clerk \*A\*/ Typist only from 28.2.77 and not before that date. This respondent was also appointed as a stipendary trainee with effect from 30.1.75 as per Annexure R-42A. He was regularised on 20.5.76 in terms of order at Annexure R-42-B. He emphasised the fact that he was appointed earlier to the applicant and was given rightful seniority.

(ii) The respondent No.44 was placed as stipendary trainee with effect from 16.8.74 for one year and was regularised with effect from 30.7.76. Because of this, he also claims seniority above the applicant.

(iii) The 50th respondent was appointed as a trainee with effect from 2.9.74 and regularised with effect from 30.7.76 as per Annexure at R-42-C and R-42-D. In view of this, she also claims seniority above the applicant

(iv) All the 3 respondents, viz 42, 44 & 50 state that they were also doing the regular work of Office Clerk 'A' while functioning as a Trainee Clerk and there is no difference between them and the applicant in this regard. They also state that the representation of the applicant at Annexure A-III dated 4.2.87 is highly belated.

(v) All of them state that granting of seniority to the applicant over them is incorrect because of their date of joining as a trainee and their subsequent regularisation were earlier to that of the applicant. They further pray that if the relief in seniority as asked for by the applicant is granted, similar relief may also be granted to them by counting their training period for seniority purposes.

9 All the three pray for the dismissal of this O.A.


10 We have heard the learned counsel of both sides and perused the records submitted by all the parties. We have examined the various issues arising in this O.A. and observe as below on the basis of our scrutiny:-

(i) The learned counsel for the respondents submitted that the O.A. is barred by limitation as per Section 21 of the Administrative Tribunals' Act. This point is also raised by the other three contesting respondents viz Nos.42, 44 and 50. The applicant has averred that she is submitting the applications from time to time to count her training period for seniority.



This was disposed off by Annexure A-IV dated 19.5.87 giving her the benefit of her trainee service only for purpose of retirement benefits but not for seniority. Against this, she had appealed to the Grievance Committee for which a reply was received by her at Annexure A-VI dated 20.8.91 reiterating their earlier stand. Her representation at Annexure V dated 27.2.91 though 4 years later after the issue of Annexure A-IV, she had submitted that the Grievance Committee started functioning in ISRO only for 1990 and hence, she submitted the representation Annexure ~~AV~~ only on 27.2.91. The respondents 1 to 3 have not commented anything in this connection. As the Appellate Forum has decided her case finally only on 20.8.91, she has approached this Tribunal by filing this D.A. on 14.1.92 within six months after the issue of the final order. Hence, we see no delay in approaching this Tribunal by the applicant. The prayer to dismiss this application as time barred has no force and hence rejected.

(ii) The second issue brought out by the respondents that she is not a compassionate ground appointee. They state that her husband was an employee of B.A.R.C. who died in harness while working with Atomic Energy Commission and she was considered for appointment in ISRO as a special case. They further state that there are no rules to appoint on compassionate ground except in the department in which the ex-employee worked on a regular capacity at the time of his demise. As can be seen from the documents produced by the applicant at Annexure A-VII dated 11.4.75 she had been called for interview on the basis of her request dated 21.10.74 for compassionate ground appointment. This itself is an admission on the part of the respondent that the appointment is on compassionate grounds. If it is



not a compassionate ground one, her candidature could have been rejected when they found that her husband is not from ISRO and she did not fulfill the necessary conditions of proficiency and skill in typewriting. This course of action was not resorted to by the respondents, but instead they have offered a trainee clerical post on compassion as per Annexure A-I dated 22.5.75. This itself is the necessary proof to come to the conclusion that she is a compassionate ground appointee. The statement of the respondents that she is not a compassionate ground appointee after a lapse of over 15 years in the face of the documents available to prove this fact is highly incorrect and cannot be sustained. Hence, we also reject this contention of the respondents that she is not a compassionate ground appointee.

(iii) (a) The main issue in this case is in regard to granting of seniority to the applicant taking into account the period of training from 13.6.75 to 19.2.77. As revealed from the Annexures, she was called for interview on 11.4.75 for the post of Clerk 'A'. However, she was offered a trainee clerk with a stipend of Rs 200 per month in terms of order dated 22.5.75 marked as Annexure A-I. The relevant portion of the offer of the appointment, appointing her as a trainee Clerk is reproduced below:-

" With reference to your representation dated 21.10.1974, application dated 30.4.75 and subsequent interview you had with us on 30.4.1975, we are pleased to accept you as a TRAINEE in Vikram Sarabhai Space Centre, on extreme compassionate grounds."

This Annexure also gives the terms and conditions of appointments as trainee Clerk. The applicant accepted this offer and joined the service in the capacity of trainee clerk without any protest or objection which can be presumed from the fact that she has not produced any



material protesting against her appointment as Trainee Clerk at the time of her joining. It is also stated by the respondents that she had not qualified at the time of her joining the post of Office Clerk 'A' as she was lacking in skill and proficiency in typewriting which is essential requirement for the post of Clerk 'A' in ISRO. Even if she is a graduate, it will not be equivalent to knowing typing essential for this post. Her appointment was regularised on 19.2.77 only after she was found fit in all respects including typing of 40 words per minute in English. No where in the rejoinder she has disputed this fact. She admits that she could have been appointed on a regular basis and given time for acquiring the typing qualification. This itself is clear proof that she did not possess the required qualification of typing for posting as Office Clerk 'A' at that time. The respondents could have easily rejected her candidature on this score especially because of the fact that her husband worked in BARC and does not come under ISRO. The respondents did not do so and a lenient view was taken in her appointment by appointing her in a trainee capacity. We feel that this gesture of the respondent is laudable. The applicant now, after a lapse of over 15 years asking for the counting of the trainee period for seniority cannot be accepted. As stated earlier, she has accepted this position in 1975 without any murmur.

(b) She has stated in her original petition as well as in the rejoinder that this compassionate ground appointment can only be in a regular capacity and that she cannot be appointed as a trainee. To prove her above said point, she has relied on the Govt. order O.M No. 14014/1/77-ESTT (D) dated 25.11.78 of the Deptt. of Personnel. It is seen that the ISRO was an autonomous body and was brought under Deptt. of Space only on 31.3.75.



She was appointed on 13.6.75 as a trainee Clerk i.e., within 3 months after ISRO came under the direct control of the Government of India. Prior to 31.3.75, the Department was having its own Rules in regard to matters pertaining to appointments especially for compassionate ground appointment. Trainee Clerical post was in existence in this organisation when it was an autonomous body. Changing such rules within a period of 3 months after it came under the direct control of the Govt. of India is not only possible but is also not desirable as there has to be continuity till the system fully switched over to new condition. The O.M. quoted by the applicant dated 25.11.78 is in regard to appointment on compassionate ground which came into existence 3½ years after the appointment of the applicant in a trainee capacity and hence it is unimaginable how these rules can be applied in this case. No retrospective effect of orders can be given effect to unless specifically stated in the order. No such instructions have been given in this O.M. dated 25.11.78. Whatever practice and Rules in force in ISRO prior to its becoming a Government Department has to be followed till such time the proper governmental orders are brought into force in due course. As the appointment of the applicant was immediately after the merger of ISRO with Government, the appointment of office Clerks 'A' as Trainee Clerks as was the practice in ISRO earlier cannot be termed as irregular or against any rules. Hence, we uphold the appointment of the applicant as Trainee Clerk on 13.6.75 and regularising her on 19.2.77 as per the then existing Rules of ISRO in this count also.

(c) The applicant has brought out in her rejoinder at Annexure VIII cases of few who were appointed in the grade of Clerk 'A' without typing qualification.

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The respondents have stated in their additional reply statement that the officials mentioned in Annexure A-VIII are dependents of the deceased employees of ISRO and their cases for compassionate appointment were considered only after ISRO became a constituent of Department of Space of the Government of India. The case of the applicant was considered for appointment when ISRO was an autonomous body. ~~and hence the cases are not comparable~~ As there was not enough material to prove this aspect and also the appointees in Annexure A-VIII had been appointed much later than the applicant, we do not propose to probe any further in this aspect. However, we leave it to the Department to examine this aspect.

(d) The contesting respondents 42,44 & 50 have stated that they were also appointed earlier to the applicant as stipend trainee clerks. They have submitted exhibits R-42 series to prove their statement. They have further stated that in case the applicant is given seniority for her trainee period, they should also be given similar treatment. This in our opinion is reasonable. The applicant has never denied this statement of the respondents 42,44 & 50 that they had also started their career as trainee clerks even at the time of submission at the Bar. Hence, we see no reason to give the extra-advantage of seniority to the applicant, especially when the respondents 42,44 & 50 were also not given this benefit. On this score also, we see no reason to accede to the request of the applicant for getting additional seniority.

(e) All the 3 contesting respondents have also submitted that this OA is barred by time and should be rejected. However, as per the stand taken by us earlier (para 10(i) supra) we do not agree to this view point.

(f) The applicant states that she was performing the duties of regular office clerk-A even during the period when she was designated as a trainee. The respondents in their reply statement have denied this averment. They have stated that as in the case of other stipendary trainees inducted in ISRO in the previous year, she was also exposed to routine clerical work in the office with the intention of equipping her for the office work. She could not have performed the routine work of an office clerk-A in a regular capacity as she was not having the required skill and proficiency in type-writing. In the rejoinder, the applicant is only reiterating the same statement in this connection but has not brought out any new point to prove her case on the basis of the reply statement of the respondents. She further states that no machinery had been created to impart her training. The Annexure A-II clearly states the arrangements made in this connection. Areas in which she had to train herself have also been indicated in this above said Annexure A-II. The relevant portion is extracted for convenience:-

"It is, therefore, appropriate that we inform you in as clear terms as possible, the areas in which we wish to train you and we expect you to attain through this training. At the end of the training, we will expect you to be able to do:

- 1) Despatch work - internal, including franking and keeping of postal account.
- 2) Maintenance of non-returnable gate pass registers.
- 3) General filing work
- 4) General correspondence work
- 5) Typing work.

In addition, you should acquire a speed of 40 words per minute in Typewriting (English) before the end of your training period. Your absorption in regular employment will also be subject to this condition.

The Administrative Officer-II, General Matters Section, VSSC has very kindly agreed to look

after your training needs and make arrangements for providing necessary instructions and facilities. You are welcome to approach him, through your designated Supervisor, if you have any difficulty in making requisite progress in training. We, on our part, shall keep you informed whenever we find that your progress is not satisfactory."

Even the contesting respondents 42, 44 & 50 have been appointed as stipendary trainees and they have stated that they were also doing the work of a regular office clerk-A as part of their training and there is no reason to give her seniority on this account. In Government offices, the trainees are normally attached to the Section and they are supposed to take the guidance from the Section Heads to improve their skills. This is the position as far as the other respondents are concerned as can be seen from their statements. As can be seen from Annexure A-II she was given the facility to get necessary assistance from Administrative Officer-II and she was also told of the areas where she should get necessary training. We do not think that anything better can be done in this connection. Even assuming she was performing the duties of a regular clerk-A it is only as part of her training programme and this will not entitle her to get the benefit of seniority.

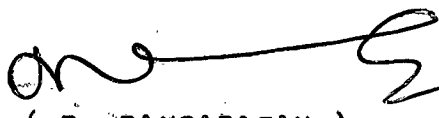
(g) We see from Annexure A-IV that her service during training period has been counted for all purposes except seniority. This itself is a good gesture on the part of the authorities. If further benefit of seniority is also given, number of her present seniors will get agitated on this issue and many amongst them may also claim such benefits. Such situation will lead to unsettling of the settled seniority condition. The last seniority list was published on 1.1.82 which is in force now and reversing the seniority which is in force for over the last 10 years is not desirable and

advisable. Hon'ble Supreme Court is also emphasising that unsettling the issue which is in force for a long time should be done only in cases where it is very essential and inescapable. The applicant has not brought out any such situation. We are satisfied that the present seniority list needs no revision and the applicant has no case for claiming the seniority.

11. Notwithstanding our analysis on various aspects of this case in para 10 above, we are of the opinion that the cases of the employees at Annexure A-VIII needs further probing before passing a final order. We have stated in para 10(c) very clearly that we are not able to further analyse this point as no details are available. The respondents have only mentioned that these cases were considered after ISRO became a constituent of the Department of Space, Government of India and all of them in the said Annexure are dependents of the deceased employees of ISRO. Hence, the respondents aver that the applicant cannot compare herself with the appointees in Annexure A-VIII. This averment is not sufficient and the cases have to be examined to see any relaxation in qualification had been given to the employees in Annexure A-VIII while appointing them and if so, under what circumstances. We are leaving this issue open to further probe and come to a firm conclusion by the authorities. Before the authorities examine this issue, we are not inclined to pass any order on the prayer of the applicant in regard to her claim for seniority. In this view of the matter, we feel that a suitable direction to the respondents will meet the ends of justice. Accordingly, we direct the respondents to examine the issue mentioned in para 10(c) thoroughly and see whether any different treatment had been given to the employees in Annexure A-VIII while appointing them vis-a-vis the applicant. If such treatment had been given, why the

same cannot be extended to the applicant also may be examined. On the basis of the above scrutiny, we further direct the respondents to finalise the issue of seniority of the applicant. The above direction should be complied within a period of three months from today and a detailed speaking order either accepting or rejecting the claim for seniority of the applicant should be served on her.

12. There will be no order as to costs.

  
( R. RANGARAJAN )  
ADMINISTRATIVE MEMBER

  
( N. DHARMADAN )  
JUDICIAL MEMBER

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List of Annexures:

- Annexure - AI : Copy of the order appointing the applicant as trainee dated 22.5.75.
- Annexure - AII : Copy of the order relating to the training of applicant dated 9.7.75.
- Annexure - AIII : Copy of the representation of the applicant dated 4.2.1987.
- Annexure - AIV : Impugned order. No.VSSC/EST/F/1(28) dated 19.5.1987.
- Annexure - AV : Copy of representation before the grievance committee by applicant dated 27.2.91.
- Annexure - AVI : Impugned order. No.VSSC/PER/GC/M-7/1745 dated 20.8.1991.
- Annexure - AVII : True copy of letter No.VSSC/RMT/S/III/592 dated 11.4.1975.
- Annexure - AVIII : List of persons appointed as Office Clerk 'A'.
- Annexure - AIX : Copy of Ministry of Labour letter No. DGET-21(55)/74 EET-LI dated 8.7.1975.
- Annexure - R42-A : Photostat copy of the office order No. VSSC/RMT/S/III/431 dated 22.1.75.
- Annexure - R42-B : True copy of the order dated 20.5.76.
- Annexure - R42-C : Photostat copy of the order No.VSSC/Est/Stipendiary Trainee dated 3.9.74.
- Annexure - R42-D : True copy of the order regularising respondent No.50 as office Clerk 'A'/ Typist with effect from 30.7.1976.

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